

GE Capital Insurance Plan

- Benefits CAP members, employees and family members
 - Guaranteed Issue
 - Ages 17 to 65, renewable to age 95
- + \$10,000, \$25,000 or \$50,000 for members
 - Children limited to \$5,000
 - Spouses limited to \$25,000
- ♦ Currently available in 5 states
 - . All states will be available by August 2003
- ◆ 50 application requests
 - 8 policies sold as of 22 April 03

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Bookstore Transformation

- ◆ Concerns:
 - Name is a misnomer
 - Management
 - Customer service
 - ◆ Back orders
 - Selection of merchandise
 - Antiquated ordering process
- ◆ Introducing our new merchandising center

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=CAPMant=

- Improved service
- ◆ Formal CAP and customer service training
- ◆ Reduce back orders
- Customer feedback to better meet the needs of our members
- Fully integrated ON-LINE system by 20 August 2003

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Alternative to CAP News

Głossy color magazine

- Magazine published quarterly
 - + Similar to Today's Officer Magazine, about 32 pages
 - ◆ No Increase in cost from monthly newspaper (\$288,000/year)
 - + Enhanced professional corporate image

CAP news service on Web

- Real-time online updates/access
 - + Updates daily as submissions received
 - ◆ Accommodates all PAO news/feature submissions
- Member survey to be included in May newspaper



Strategic Communications

Major articles printed since 3/1/03:

Magazines

- Defense Week
- Airport Press
- Insight magazine

Web sites

- + Air Force Link News
- + Apro News.Net
- Private School Business
- AETC Public Affairs

Major newspapers

- Washington Post
- Cincinnati enquirer
- Seattle Post
- Milwaukee Journal-Sentinel
- Palm Beach Post
- Chevy Chase Gazette

Circulation of articles printed

since 3/1/03: 7.1 million Total since 9/1/02: 23 million

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NCASE 2003

- 507 participants
- 65 Breakout sessions
- 9 Guest speakers
- Brewer trophy presentation
- ◆ USAF Museum reception





- ◆ 2004 Atlanta GA
- + 2005 ??
- ◆ 2006 -- NASM Dulles
 - ◆ CAP Wall of Honor

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Aircraft Purchases

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Aircraft Purchases

Cessna 182 - \$277,493 each

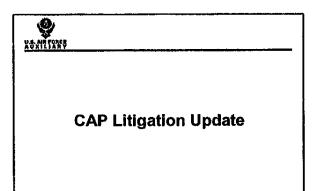
- ◆ 15 on contract FY01 \$4.1m ◆ Sep 03 - Nov 03 delivery
- ♦ 27 to be ordered FY02 \$7.5m



GA-8 - \$397,737 each

- Six on hold
- ◆ FAA Certificates pending
- ◆ Document review 8 May
- \$5.2m FY03 funds available
 \$2.4m GA-B
 - ♦ \$2.8m remaining





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Member Litigation

- Allen v. CAP: Filed 2/15/00. Defamation case by member. In discovery phase.
- Nazzaro v. CAP: Filed 4/12/02. Damages from accident at Ft. Dix obstacle course. In discovery phase.
- Porco v. CAP I: Filed in Seminole County, FL 3/19/02.
 Seeks Metz IG report and costs related to Skiba v.
 Porco sult. Dismissed 6/12/02.
- Porco v. CAP II: Filed in Hillsborough County, FL 12/17/02. Same suit as Porco v. CAP I plus demand to inspect books. Motion to dismiss, with sanctions, pending.

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Corporate Litigation

- <u>CAP v. Black Label Aviation</u>: Filed 9/10/98. CAP aircraft destroyed in hangar fire. Partial settlement against FBO. Suit still outstanding against owner of building.
- <u>Campbell & Shaw v. CAP</u>: Filed 1/4/99, Wrongful employee termination case. Judge dismissed 12 of 13 counts. CAP won jury trial on remaining count. Plaintiffs filed appeal 9/11/02. Awaiting decision.
- Munger v. CAP: Filed 10/25/02. Numerous counts stemming from alleged wrongful employment termination in 1998. Dismissed 3/10/03.

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Challenges Ahead



Cadet Orientation Flights (COF)

- Victim of success
 - ◆ Program revised FY 02
 - ◆ More cadets flying
 - Spending entire budget for the first time
 - FY 02 spent \$622,350 (177% of original budget)
 - FY 03 on track to spend \$620,950 (138% of original budget)
- Down Side
 - · Funds may exhausted before end of FY
 - ◆ First Fly First Paid
 - Potential for inequitable reimbursement

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O-Fit Budget Allocation Plan

- ◆ FY 03 based on \$620K
- Plan considerations
 - Wing past performance
 - · Wing cadet membership
 - Developed by volunteers
- Regions/Wings control their funds
- Discretionary fund for region CCs
- Handout has current status

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DDR Program Status

- Strong, positive program, but...
 - "Pushed the edge of the envelope"
- Allowable expenses renegotiated
- + Biggest impact
 - Memberships
 - Formerly DDR covered \$20 Nat "Dues" & \$16 ed mat
 - Now can only cover \$16 educational material
 - Encampment & Activities
 - Formerly DDR subsidized cadet fees
 - . Now can only subsidize DDR portion of activity

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DDR Program Status

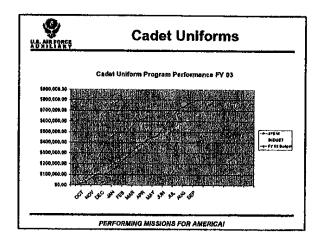
- Way ahead: FY 03 and beyond
 - ◆ Initiatives Program
 - ◆ DDR team will work with Region/Wing reps
 - . Money to wings as early as 23 May
 - Dues for DDR eligible cadets
 - Walve \$20 national dues
 - Impact about \$8,000 per year
 - Regions/Wings waive first year dues also
 - Corporate Partnerships
 - ◆ Better defined program with AF/SG

ADVITANT

Cadet Uniforms

- Successful program
- · Factors affecting growth
 - · Growth in cadet membership
 - . Process to obtain uniform more user friendly
- ◆ FY03 Budget \$620,000
 - Used other funds to bring total to \$660,000
 - All funds now expended
- Look ahead
 - Word going out to wings explaining program status
 - FY04 budget \$620,000
 - + Corporate partnerships

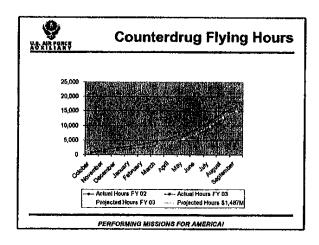
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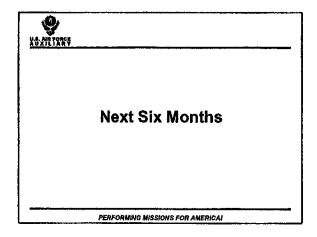


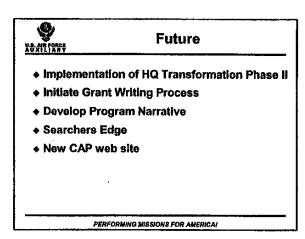
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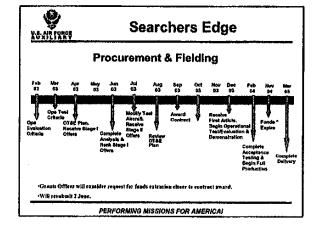
Counterdrug Funding

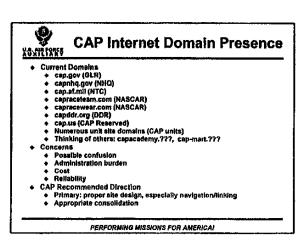
- \$1.5 M shortfall this FY
- Customer requirements exceed flying hours
- Use remaining FY03 hours for actual missions
- ◆ CAP/CC letter will notify field
- CAP has included request to fly "Narcoterrorism" missions with HLS funding proposal

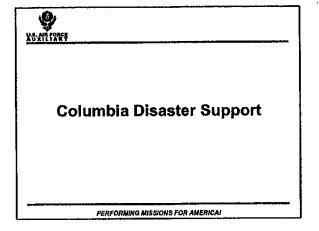


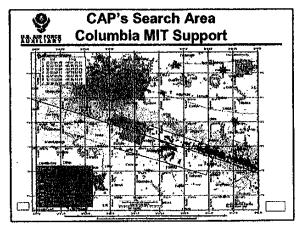








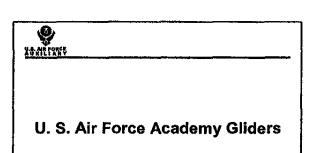




FARTINGS

Lessons Learned

- First impressions important
 - Appearance, professionalism, speaking skills
 - Using political pressure can backfire
- Develop relationships with federal, state & local agencies <u>before</u> an emergency occurs
 - · Help customer analyze specific, defined needs
 - Get on their checklists
- ◆ Don't "oversell" CAPabilities
- Rotate incident commanders on regular basis
- + IC and PAOs must work together
- ◆ Develop "FOUO" system



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Air Force Academy Gliders

- 14 gliders from USAFA
 - 11 SGS 2-33
 - No trailer
 - 2 SGS 1-26
 - · With trailer
 - + 1 ASK-21
 - With trailer
- All available now





Delivery coordinated between wing and CAP/LG

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Glider Distribution Plan

- Distribution plan logic:
 - ♦ 1st Priority Programs with no glider assets
 - 2nd Priority Programs that need second operating location
- · Proposed AFA glider distribution plan
 - Wings with programs and no CAP glider assets

WV - 1 SGS 2-33 KY ~ 1 SGS 2-33

KS - 1 SGS 2-33

DE - 1 SG\$ 2-33

TX - 1 SGS 2-33

MS - 1 SGS 2-33

NH - 1 8GS 2-33

NJ - 1 SGS 2-33

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Glider Distribution Plan

· Wings needing additional assets

OH - 1 SGS 2-33

PA - 1 SGS 2-33

FL - 1 SG8 2-33 VA - 1 SGS 1-26 AZ - 1 SGS 1-26 CO - 1 ASK-21

- ◆ Proposed purchase of new Blanik gliders- AK, Hi, VA
- + Additional wings requesting gilders- TN, CA, OR, WA (When funds are available)

Headquarters U.S. Air Force

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Deputy State Directors



Col George Vogt, CAP-USAF/CC



Overview

- Air Force Personnel Reduction Process
- **Deputy State Director Position Elimination**
- SD / DSD History
- **AFIA Special Review Context**
- What Now?

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AF Manpower Reductions

- **SECAF Initiative**
- "Balance the Books"
- Manpower levels vs Congressional/OSD ceilings
- Manpower levels vs force requirements
- Goal: Remove 13,200 positions from FY04 budget
 - Spread reductions across all MAJCOMS
 - Don't impact war-fighting capability
- AF/DPM reviewed books for possible reductions
- SECAF and MAJCOM CCs approved concept
- Process initiated Oct 02
- SECAF Announced initiative on 18 Dec 02
- CAP-USAF/CC Informed 21 Feb 02 Classified

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AF Manpower Reductions

- **AETC Share**
 - 1,979 total positions
 - 500 civil service positions
- Methodology
 - "Programmatic" reductions
 - Duties not uniquely Air Force, or
 - Could be outsourced
 - "Fair Share" reductions
 - Divided equally among units; shared pain Reduce, but still meet the mission
- Other Options?
- Explored at AU and AETC level

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AF Manpower Reductions

- CAP-USAF Share
 - 1 Military
 - 51 Civilians
- Fair-share reductions
 - * 1 O-5 LG position at HQ CAP-USAF
 - 1 Civilian Information Management at HQ CAP-USAF
- Programatic Reductions
 - 50 Deputy State Directors

As of: 1200 Hours

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DSD Reductions

- Off the books on 30 Sep 03
- AFPC notification 6 mos prior: 29 Mar 03
- Final decision 24 Mar 03
- Notification Strategy
 - Nothing comes through rumor mill
 - Hear it from us first
- 26 Mar 03
 - Phone call from me to LRCCs
- Phone calls from LRCCs to DSDs
- Phone call from me to CAP/CC
- 27 Mar 03: CPFs notified

Na of: 1206 Hours

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SD/DSD History

- Air Force Active Duty until 1995
- Converted to CAP Corp Employees in 1995
- Cooperative Agreement signed in 2000
- SDs/DSDs took on some oversight responsibilities
 - Highlighted as inappropriate in GAO audit
- Nat Def Authorization Act for FY01
 - Approved direct conversion of SDs/DSDs to Air Force Civil Service
- "Direct Conversion" in Mar 02
- "Back and Forth"

4 of 1200 House

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AFIA Context

- AFIA Special Review of CAP
- Need to define "Roles and Responsibilities"
 - CAP and CAP-USAF
 - * Cooperative Agreement and SOW
 - National level
 - In the field
- Recommended CAP Corp personnel at Wing level

As at 1200 Hours

integrity - Service - Excellence



The Problem

- Deputy State Directors go away 30 Sep 03
- Who does their work?

15 of 1200 Hours 17 ten 2001 Integrity . Service - Excellence



The Way Ahead

- Methodical Process
- Define Roles and Responsibilities
 - Understanding of Cooperative Agreement Relationship
 - Unique "Air Force Auxiliary" relationship
- Big to small approach
- At the National level?
- At the Region level?
- At the Wing level?

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integrity - Service - Excellence



The Way Ahead

- SD/DSD Task Analysis
- What are all the tasks performed at Wing level?
- . What tasks do the State Directors perform?
- What tasks do the Deputy State Directors perform?
- Define Roles and Responsibilities
- Which of those tasks should be performed by AF?
- Which of those tasks should be performed by CAP?
- Build structure based on task requirements

12 of, 1202 Heurs 15 (ep. 2003

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The Way Ahead

- Define Over-arching Roles
 - NEC Inputs
 - CAP Corp Inputs
- CAP/CC Endorsement
- Define Roles and Responsibilities in Field
 - 2 Day Conference 20-21 May
 - LRCCs • SDs
 - Task by task analysis
- Determine Optimum Field Manning

As pf. 1200 Hours

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Possible Outcome?

- Some tasks performed by SDs/DSDs belong to CAP
- Recommend a CAP-CORP employee in each wing?
 - Provide paid assistance to Wing CC
 - Mirrors AFIA recommendation
- Funding issue
 - Beginning to pursue options
 - May need to set priorities
- Continue to explore work-arounds

48 pt 1200 Hours

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Bottom-line

- CAP-USAF Deputy State Directors off the books
 - Losing outstanding group of people and friends
 - Work will need to get done
- Opportunity to remedy past errors
 - Roles and Responsibilities
 - Task Analysis
 - Proper Assistance to Wing Commanders
- Team Effort to Reach Final Solution
 - Funding new or re-directed
 - Explore Workarounds

As of 1250 Hours

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Roles and Responsibilities

• AIR FORCE

• AIR FORCE AUXILIARY

As of 1200 Hours

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Headquarters U.S. Air Force

Integrity - Service - Excellence



As al. 1200 Hows

.S. AIR FORCE AUXILIARY

Headquarters SER U.S. Air Force Auxiliary

SER Rapid Response Team Concept Presentation — NEC — Atlanta, Ga.



Performing Missions For America

Air Force Auxiliary Rapid Response and Homeland Security Capabilities

This Briefing is:
UNCLASSIFIED
LTC. Ed Wolff-

Southeast Region Director Rapid Response

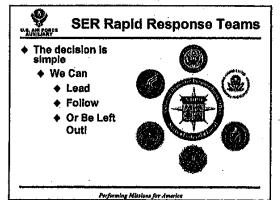


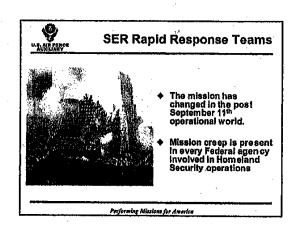
SER Rapid Response Team

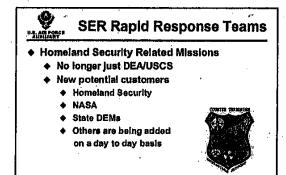
Concept Development Team

- > Col. Tony Pineda, SER Commander
 - > Lt. Col. Art Wolff, Director SER/HLS
 - > Lt. Col. Ed Wolff, Director SER/RRT
 - Major Luis Negron, Director SER/DOS
 - Lt. Col. Jorge Del Rio, Director SER/DR
 - > Lt. Col. Ernie Bitotto, Director SER/CD

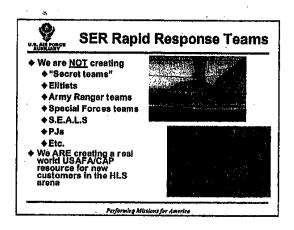
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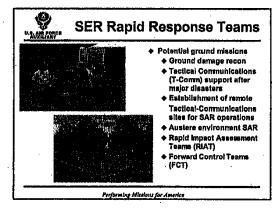
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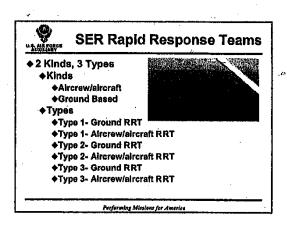


SER Rapid Response Teams

- Scope & Authority (Concept of Operations)
- ♦ This program is not for everyone ♦ It WILL require DEDICATION from the members that wish to be Rapid Response qualified.
- ◆ Only a select number of Teams within each Wing
- ◆ Members Identified by or with the Wing Commanders
- ★KSAs will be identified based on a needs assessment
- ♦ Senior member 21 YOA or older for Type 1 RRT
 ♦ 2 hour time line for all RRT rated resources to be committed to a mission (wheels up or ground committed)
- They will need to be issued a DOD, LE recognizable, verifiable identification card to validate a RRT members authorization to act.





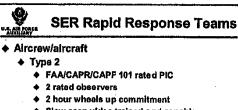




SER Rapid Response Teams

- ◆ Aircrew/Aircraft
 - ◆ Type 1
 - ◆ PIC-IFR/Class II Medical/Commercial Rated
 - 1 or 2 rated observers based on mission requirements
 - 2 hour wheels up commitment
 - Slow scan video traned and capable
 - Still photography trained andcapable
 - Aircrew night vision capabilities (observers only)
 - CD/CN cleared or higheras dictated by mission needs and the customer
 - Designed for restricted airspace authorised operations (nuclear power plants, etc)

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- ◆ FAA/CAPR/CAPF 101 rated PIC
- 2 rated observers
- ♦ 2 hour wheels up commitment
- Slow scan video trained and capable Still photography trained and capable
- Normal CAP member screening
- Designed for non-restricted airspace missions

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SER Rapid Response Teams

- ◆ Aircrew/aircraft
 - ◆ Type 3
 - ♦ 2 hour wheels up commitment
 - ♦ IFR rated PIC
 - IFR certified aircraft
 - 1 or 2 rated observers as dictated by mission
 - Designed for high priority, all weather SAR mission tasking other than HLS assignments

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SER Rapid Response Teams

- **◆** Ground RRT
- ♦ Type 1 RRT Scope:
 - +2-hour deployment "on the road" commitment
 - ♦ Capable of total selfcontainment for 72 hours in the field
 - **♦CD/CN** cleared
 - ◆Ground basedlight US&R ops for nonreinforced structures
 - **◆Tactical communications support**
 - ◆ Ability to provide Rapid Impact Assessments ,both ground and air based for critical infrastructures
 - ◆ Ability to provide critical infrastructure assessments at airports



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SER Rapid Response Teams

- Ground RRT
 - ◆Type 1 RRT Scope (cont):
 - ♦General SAR duties for missing persons
 - ♦General SAR duties for missing aircraft
 - ♦Ground based SAR in austere environments
 - ♦Site reconnaissance operations as dictated by customers
 - ♦Search management (Shuttle Columbia mission)
 - ♦incident Support Teams (IST) functions
 - ◆Overhead assistance for ground based operations

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SER Rapid Response Teams

- ◆ Ground based RRT Positions
 - ♦ 12 Person Rapid Response Team
 - ◆ Full 12 person RRT deploys to major incidents
 - Full RRT capable of fielding three 4 person RRTs for minor incidents or mission specific assignments during a major incident.
 - 4 primary team positions:
 - Team Leader
 - Reconnaissance Specialist
 - Communications Specialist
 - Navigation Specialist



SER Rapid Response Teams

- **Ground Based RRT Positions**
 - Team Leader
 - ◆ Handles Command, Control and Liaison for RRT
 - Reconnaissance Specialist
 - Responsible for care & maintenance of camera/sat phone equipment and taking of all photographs
 - Communications Specialist
 - Responsible for the feld expedient set upof HF/SSB ALE, VHF-FM UHF-FM and Aircraft communications equipment in support of RRT and other mission regulrements.
 - Navigation Specialist
 - Responsible for the accurate patting of the RRT location to include map, compass, GPS and computer interface operations.

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SER Rapid Response Teams

- Ground RRT
 - ◆ Type 1 RRT Training Regulrements
 - ♦All CAPF 101 requirements for GTM to meet or exceed ASTM F32 and NASAR SARTECH 2™ standards or higher
 - +29CFR1910.130 Hazmat awarenesa level training (local FD)
 - ♦29CFR1910 Bloodborne Pathogens awareness level training (available from local FD/EMS,
 - ♦ First Responder to Medcal Emergencies (Ground RRT only for self care, sources- Fire/Police Academy, NSC)
 - ◆ CPR/BLS training (AHA, ARC, NSC)

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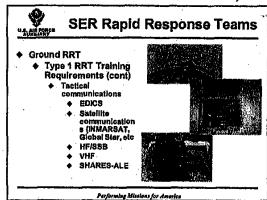
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SER Rapid Response Teams

- **◆** Ground RRT
 - **◆Type 1 RRT Training Requirements (cont)**
 - ◆Amateur Radio No-code Technician I Icensure for inter-agency (RACES) communications capability (http://www.nt.org or http://www.nt.org or http://www.nt.org
 - ◆FEMA US&R Structural and Victim marking system awareness http://www.fema.gov/hisr/hardocs.sh/im
 - ◆FEMA US&R Signally system awareness
 - ◆FEMA Community Emergency Response Team (CERT) training course or equivalent @ttp://www.dem.gov/EM.Web/CERT/)

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SER Rapid Response Teams

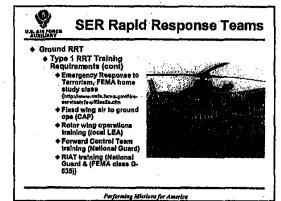
- ♦ Ground RRT
 - Type 1 RRT Training Requirem ents (cont)
 - ♦ Incident Command class, FEMA hore study course (http://publing.fema.gov/EMIWeb/18/is195.esp)
 - Should Include:

 United Comma

 EMAC (Emerge
 - Unitled Command operations training
 - EMAC (Emergency Management Assistance Compact,
 Management Assistance
 - ESFs (Emergency Support Function) and.
 State GEOP concept (http://www.femagov/rm/sp.
 - Continuity of Operations Planning

FEMA Web site- http://www.fema.gov

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SER Rapid Response Teams

- **♦** Ground RRT
 - ♦Ťype 2
 - ◆The normal requirements and scope of a fully qualified Type 1 RRT, except that they are a State/Wing resource not eligible for inter-wing mutual aid assignments
 - ◆As a State/Wing resource that State/Wings definition of an "adult" determines the age requirement for a Type 2 RRT (18. 19 or 21 YOA)
 - ◆2 hours to be fully committed and deployed to an assigned mission tasking

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SER Rapid Response Team

- **♦** Ground RRT
 - ◆ Type 3 RRT
 - Fully qualified Ground Team IAW CAPR 60-1 for CAPF 101 qualifications as a Ground Team
 - 2 hour response commitment for in state/wing deployments
 - ◆ No CD/CN clearance required
 - Normal CAPR 60-1 rules apply for team member selection

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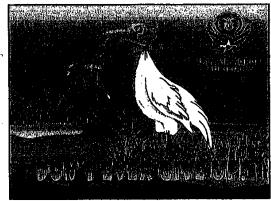
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